

CHILD AND FAMILY SERVICES
FIVE YEAR PROGRESS AND SERVICES REPORT 2000 – 2004
AND FIVE YEAR PLAN 2005 - 2009
STATE OF IDAHO

Submitted by
Idaho Department of Health and Welfare
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INTRODUCTION

Idaho Child and Family Services Five-Year report (FFY 2000 – 2004) and Five-Year Plan for FFY 2005 - 2009

STATE AGENCY

The Idaho Department of Health and Welfare (DHW) is the state agency responsible for over 30 health, welfare and human services programs throughout Idaho. The Department's mission is to actively promote and protect the health and safety of Idahoans.

PUBLICLY FUNDED CHILD AND FAMILY SERVICES CONTINUUM

The Division of Family and Community Services (FACS) is responsible for child protection, adoptions and foster care, Indian child welfare, child and adult mental health, services to persons with developmental disabilities, early intervention and screening for infants and toddlers, and substance abuse prevention and treatment. The FACS Child and Family Services (CFS) program provides child protection, adoptions and foster care, Indian child welfare and children's mental health services in close collaboration with other FACS division programs Substance Abuse, Adult Mental Health and Infant/Toddler. CFS services are integrated to reflect the Department's family-centered philosophy which affirms the belief that families are the best place for children to grow and develop. The Child and Family Services program focus on the entire family unit and build on family strengths while supporting and empowering families to be self-reliant.

The Division of Family and Community Services (FACS) is responsible for administering state Title IV-E programs. As part of its Title IV-E responsibility, FACS administers funds and services of the Independent Living (IL) Program under Chafee Foster Care Independence Act of 1999 (P.L. 106-169) and ETV Program. DHW, FACS Division, also administers the Social Services Block Grant (SSBG), Title IV-B, and Child Abuse Prevention and Treatment Act (CAPTA) Basic Grant programs. The FACS Child and Family Services Program is responsible for the plan.

CONSULTATION PROCESS

This five year plan incorporates the findings of Idaho's Self-Assessment, the on-site portion of the DHHS Child and Family Services Review that occurred the week of May 12, 2003, and the subsequent Program Improvement Plan. Additionally, it includes objectives and strategies that extend beyond the scope and time frames of the CFSR.

In connection with the items associated with Idaho's PIP, the plan was developed by a committee composed of over 90 stakeholders representing a wide range of agencies and community partners throughout the state. The group included judges, prosecutors, defense attorneys, Deputy Attorney General, CASA, Children and Family Services supervisors, program managers, chief of social work, foster parents, law enforcement, ministers, tribal representatives, staff of the Casey Family Programs, university partners, legislators, citizen view panel members and staff of private child welfare organizations. Community stakeholder input was gathered from the items incorporated from the PIP, as well as additional items, from the Governor's Children at Risk Task Force, the Idaho

Supreme Court -- Child Welfare Improvement Project, the Indian Child Welfare Committee, and citizen review panels from all 7 regions in the state. Due to the diversity and strength of these groups, this plan has depth and perspective beyond what could have been developed by IDHW in isolation.

CAPTA

Through CAPTA, the following program areas are selected for 2005-2009 to improve Idaho's statewide programs relating to child abuse and neglect. The reauthorization and amendment of CAPTA, effective June 25, 2003, allows Idaho to add several purposes to Idaho's State plan. The new additions are included in the program areas listed below:

- Improve the intake, assessment, screening and investigation of reports of abuse and neglect (section 106(a)(1);
- Create and improve the use of multidisciplinary teams and interagency protocols to enhance investigations; and improving legal preparation and representation including -- (1) procedures for appealing and responding to appeals of substantiated reports of abuse and neglect; and (2) provisions for the appointment of an individual to represent a child in judicial proceedings (section 106(a)(2);
- Improve case management, including ongoing case monitoring, and delivery of services and treatment provided to children and their families (section 106(a)(3);
- Enhance the general child protective system by developing, improving, and implementing risk and safety assessment tools and protocols (section 106(a)(4);
- Develop and update systems of technology that support the program and track reports of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange (section 106(a)(5);
- Develop, strengthen, and facilitate training including (A) training regarding research-based strategies to promote collaboration with families; (B) training regarding the legal duties of such individuals, and (C) personal safety training for caseworkers (section 106(a)(6);
- Improve the skills, qualifications, and availability of individuals providing services to children and families, and the supervisors of such individuals, through the child protection system, including improvement in the recruitment and retention of caseworkers (section 106(a)(7);
- Develop and deliver information to educate the public on the role and responsibilities of the child protection system and the nature and basis for reporting suspected incidents of child abuse and neglect (section 106(a)(11).

CAPTA money will support training, technical assistance, and improvements in these areas. The training and services that Idaho intends to carry out with CAPTA funds are included in the Goals, Objectives, and Strategies, that are outlined in this five year plan. Idaho continues to be eligible to receive CAPTA funds, meeting the new or revised eligibility requirements. (See attached certification of assurances.)

Additionally, Idaho's CAPTA State Liaison Officer (SLO) receives ongoing communication through the SLO list serve and attends required SLO meetings, using a portion of the CAPTA Basic Grant to pay for travel and per diem expenses.

TITLE IV-B 2, PROMOTING SAFE AND STABLE FAMILIES

As service organizations and agencies vary according to community, PSSF services are contracted for locally in each region of the state. The CFS program also initiates statewide contracts, such as foster care and adoption recruitment. Idaho's six Native American tribes can request PSSF funds.

The following services will be offered under each category in IV-B, subpart 2. Twenty percent of the PSSF funding will be expended under each category.

Family Preservation: Family therapy, family group decision-making, in-home support, parenting classes, intensive family intervention services, legal services, parenting time, in-home respite, drug testing, and stabilizing the family environment.

Family Support: Intensive family intervention services, high-risk infant, health education, legal services, transportation and visitation, mental health services, foster family respite, family group decision-making, foster parent training, foster parent support, youth companion, parent education, crisis intervention, and drug testing.

Family Reunification: Supervised visitation, transportation, mental health services, legal services, family and individual counseling, respite, anger management evaluation and treatment, parenting time and parent education, and intensive family services.

Adoption Support and Promotion: Adoption services, adoption supervision; adoption home studies; staff, family and child travel; adoption recruitment, promotion, awareness; counseling; advertising and legal services;

ADOPTION INCENTIVE FUNDS

Adoption Incentive Funds will be used to fund and expand the *Wednesday's Child* contract.

PLAN FOR EXPANSION OF IDAHO AGENCY/UNIVERSITY PARTNERSHIP

Title IV-E Agency/University Partnership Expansion Contracts

Contract with Eastern Washington University School of Social Work (Lead School)

The Division of Family and Community Services will expand its IV-E educational contract with Eastern Washington University (EWU), which is administered through the Idaho Child Welfare Research and Training Center. The Center is a satellite campus located in Coeur d'Alene, Idaho. The Division will make IV-E claims to assist in financing pre-service education, new employee and supervisor academy, foster parent training, in-service training, case review and training evaluation to improve training quality, and administrative claims which support this contract. Idaho Child Welfare Research and Training Center administrative personnel include a Center Director, a Research Director, administrative support staff and work-study students.

This year EWU will retain one full-time IV-E Field Coordinator responsible for overseeing a maximum of 16 MSW Students. The IV-E Field Coordinator will be responsible for developing and overseeing practicum placements and conducting child welfare oriented seminars.

EWU will retain a full-time faculty person responsible for coordinating the implementation of the PRIDE foster parent curriculum, statewide. This Foster/Pre-Adopt Curriculum Coordinator will facilitate the collaboration of Division and CFS staff, other participating university trainers, foster parent trainers, and representatives of the Foster Parent Association. Initiative activity will include procurement of the PRIDE curriculum and consultation regarding implementation of the curriculum in all seven Idaho regions. Implementation will also include evaluation of the initiative, and planning and administrative support for the annual foster parent conference. Foster parent travel, per diem and childcare costs will also be reimbursed through the EWU IV-E contract and sub-contracts.

EWU will retain a full-time faculty responsible for developing training collaborations between the Child Welfare system and the Substance Abuse treatment system. This position may be partially funded with IV-E funds.

EWU will maintain IV-E sub-contracts with four other universities serving Idaho. These sub-contracts will support IV-E student stipends at Idaho State University (maximum 12 BSW students), Lewis and Clark State College (maximum 8 BSW students) and Northwest Nazarene University (maximum 10 MSW students and 2 BSW students), Walla Walla College (maximum of 3 MSW students). .5 FTE will be retained in each site (except Walla Walla College) to develop and monitor the IV-E field placements, conduct child welfare seminars. In addition to the above schools, additional sub-contracts will be retained with two community colleges—North Idaho College and College of Southern Idaho. Full-time FTE will be retained by each of the schools to deliver foster parent training. These IV-E Trainer/Coordinators will work collaboratively with CFS Program Managers and the local and statewide foster parent associations to develop and deliver a standardized, statewide PRIDE Foster Parent Training Program.

The costs associated with the stipend programs at each school have not yet been negotiated. The stipends will not exceed the costs of tuition, books, conference travel, as well as some rural travel reimbursement.

EWU is also scheduled to provide a variety of IV-E in-service training and Academy support for child welfare staff. These offerings are documented in the attached training matrix. Additionally, EWU will maintain a web site where these offerings will be posted and where staff can register. Staff and foster parents will also be able to access through a IV-E library, related books and training materials from this site.

Contract with Boise State University School of Social Work (Lead School)

The Division of Family and Community Services will expand its IV-E educational contract with Boise State University School of Social Work, which is administered through the BSU Child Welfare Center. The Division will make IV-E claims to assist in financing pre-service education, new employee and supervisor academy, foster parent training, in-service training, case review and training evaluation to improve training quality, and administrative claims which support this contract. BSU will retain the Child Welfare Center Director, IV-E Trainers, other administrative support and work-study students. They will continue working with the Department to develop child welfare curricula, field placements, and IV-E stipend program at the BSW and MSW level. The priority of this program will be to serve CFS employees returning to school and Idaho students willing to make an employment commitment to the Department. BSU will retain a half-time IV-E Field Coordinator, who will be responsible for developing and overseeing practicum placements and conducting child welfare oriented seminars for a maximum of 2 BSW and 4 MSW stipend students. The stipends will not exceed the costs of tuition, books, conference travel, as well as some rural travel reimbursement.

BSU will also retain a full-time FTE to work collaboratively with CFS Program Managers in Regions IV, the other universities, and the local and statewide foster parent association to develop and deliver the standardized, statewide PRIDE foster parent training program. BSU may assume some responsibilities from EWU for some of sub-contracts described in the EWU section.

The Division may contract with BSU to provide a variety of IV-E in-service training and Academy support for staff in the areas of child welfare; supervision; foster care recruitment and support, adoptions, child welfare ethics, child welfare related substance abuse issues. These offerings are documented in the attached training matrix. Additionally, BSU will maintain a web site where these offerings will be posted and where staff can register for courses. Staff and foster parents will also be able to access IV-E related books and training materials from this site.

Proposed Partnership Expansion

The Division of Family and Community Services (FACS) is planning to expand the partnership by contacting with one or both lead schools to collaboratively recruit and hire qualified Child Welfare Field Trainers/Evaluators. These staff will perform critical child

welfare staff development and continuous quality improvement functions necessary to improve child welfare practice.

Rationale For Proposal

The FACS Division, Children and Family Services (CFS) Program has recently undergone a statewide review and has negotiated a program improvement plan (PIP) with the Administration of Children and Families (ACF). The PIP requires the CFS Program to develop infrastructure for performing the following improvement functions: expansion of the CFS Academy, development of a CFS Supervisor Academy, development of a CFS competency model and a transfer of learning strategy, and implementation of a rigorous case review and continuous quality improvement system. In support of these improvement requirements, ACF has approved Idaho to receive extensive technical assistance from at least six National Child Welfare Resource Centers, over the next two-year period. The Child Welfare Agency/University Partnership offers an immediate organizational and social policy opportunity for redeploying staff capacities and building the infrastructure needed for making these quality improvements.

Method

FACS plans to immediately eliminate up to ten positions. These staff will have an opportunity to compete for IV-E Trainer/Evaluator positions established with BSU and/or EWU.

Seven of the Trainer/Evaluator positions will be co-located in regional offices throughout the state (the universities would lease office space from the Department, which would be claimed as a IV-E expense). Office space for the remaining three Trainer/Evaluator and partnership administrative staff will be housed at the university or co-located with FACS Administration. The effected staff would be jointly supervised through a negotiated governance structure, discussed below.

Personnel Detail

The positions would be responsible for some mixture of the following duties:

- Mentoring for new child protection workers in conjunction with the expansion of the CFS new worker academy and development of the transfer of learning tool.
- Teaching in the CFS Academy, Supervisor Academy, or conducting foster parent continuing education
- Serving as agency field instructors for the IV-E stipend students placed in FACS field offices
- Establishing student units with specialized IV-E functions
- Providing Clinical Supervision for CFS employees who need to get their hours to obtain their MSW Clinical License
- Conducting case reviews in conjunction with Idaho's Program Improvement Plan (PIP), the results of which will help to shape the training content and direction
- Conducting training evaluation and possibly other cohort research on IV-E child welfare related issues.

Governance Structure

Currently, the Center Directors at BSU and EWU report to their respective Director and Dean, and to the FACS Program Manager for Planning, Evaluation and Training (PET), the administrator of the contracts. The PET Manager position is being considered for transfer to one of the universities and the function would become the Director of the Agency/University Partnership. FACS is in the process of seeking consultation from the Child Welfare National Resource Center on Organizational Improvement to assist in defining this position, defining the governance structure among the parties, developing position descriptions, and seeking IV-E financing consultation on this proposal. Also, FACS is in the process of forming advisory committees to consult on the following key collaborative functions: IV-E Degree Program; Child Welfare Academy/In-Service Training; Pride/Foster Parent Training; and Research and Evaluation. The Children and Family Services Managers have already been designated for participation on these work groups.

Once the multi-university partnership is in place, the plan is to convene the participating schools for quarterly meetings or conference calls. These meetings will address administrative issues and other topics including improving outcomes for children in child welfare, addressing the workforce crisis in child welfare, and alignment of curriculum to better address the pre-service and in-service needs of the Department. The Department plans to seek consultation from several other National Resource Centers on curriculum design.

Contract Terms

In the existing Memorandums of Agreement between FACS and the Universities the relationship is defined as follows “the parties agree to develop and sustain a full-service training and evaluation partnership with capacities to engage in mutually beneficial activities such as specialized pre-service education, in-service training, consultation and technical assistance, research and service evaluation, and collaborative community and program development. To support this partnership FACS will seek Title IV-E funding to finance specified IV-E education and evaluation services from BSU. In return, BSU and EWU agree to cap their indirect cost rate at 8% of their total direct costs and contribute as match, the difference between 8% and the BSU federally negotiated rate”--which is currently at 46% and 58% respectively. The overriding funding assumption of this proposal is that beyond the University contributions of match defined above, the remaining costs would be the exclusive responsibility of the FACS Division.

The detailed and changing activities of this on-going training and evaluation partnership are defined in a training and evaluation contract containing a series of work orders, negotiated annually between the parties. Each work order defines a scope of the work, a budget, sources of funds, and the billing process.

Training Funding

For all 75% claims associated with training provided through Idaho’s Agency/University Partnership, we apply the adjusted foster care penetration rate. This formula is also

applied to the university 50% administrative claims. Additionally, with regard to Eastern Washington University's multiple contracts delivered by the Idaho Child Welfare Research and Training Center, the Center administrative costs first cost allocated by the percentage of each funding source used and then claimed at 50% to IV-E.

For all training conducted by the CFS Program, this is charged at a 50% rate, to accommodate for the fact that staff serve both IV-E and non-IV-E eligible children with services that are IV-E and non-IV-E allowable.

Estimated Cost

The estimated the cost of IVE training is \$875,000

PLAN ORGANIZATION

Idaho's Report for FFY 2000 – 2004 and Services Plan for FFY 2005 – 2009 includes information regarding child welfare services provided through Title IV-B, subparts 1 and 2; Title IV-E Chafee Foster Care Independence Program (CFCIP); and CAPTA, as required. We have also included limited information on Child and Family services programs, such as children's mental health, which are funded by other sources, such as Title IV-E and Community Mental Health Block Grant (CMHBG), to provide a complete picture of services provided by Idaho's Child and Family Services program.

Using a combination of funding streams including IV-B, subparts 1 and 2; CAPTA; CFCIP; and ETV; Idaho is able to provide a wide continuum of services and training that includes child abuse and neglect prevention, intervention, and treatment services, foster care, services for kinship care, independent living, and services for youth in other permanent living arrangements. State General funds and CMHBG funds also assist us in providing children's mental health services. Strategic planning across all programs is ongoing and coordinated to assure that services to increase family safety, permanency, and well-being are integrated and comprehensive. The services and training that IDHW provides is family-centered. Therefore this plan also incorporates healthy marriages, responsible fatherhood, and faith-based and community initiatives in its future strategies.

Funding streams are identified by the following acronyms:

CAPTA: Child Abuse Protection and Treatment Act

CFCIP: Chafee Foster Care Independence Program

CIP: Court Improvement Project (Supreme Court Funding)

CJA: Children's Justice Act

CMHBG: Community Mental Health Block Grant

CWS: Child Welfare Services, Title IV-B subpart 1

ETV: Education and Training Voucher Program

GF: State General Funds

PSSF: Promoting Safe and Stable Families, Title IV-B, subpart 2

TANF: Temporary Assistance for Needy Families

IV-E: Title IV-E

The funding streams for each of these services are identified with the strategy. Although the services and training are interwoven throughout the five year plan, most services and training are reported under the appropriate heading that mirrors the organization of the CFSR instrument. For example:

- Goal I -- "Safety" includes services and training involving prevention and child safety.
- Goal II -- "Permanency" includes services and programs regarding reunification, kinship, adoptions, concurrent planning, child stability, and services for youth in other permanent living arrangements. Activities involving ICWA and a child's connectivity to his/her tribe also appear in this section.
- Goal III -- "Well-Being" includes services and training regarding the needs and services of children, parents, and foster parents.
- Systemic Item -- "Service Array and Resource Development" includes most services involving IV-B subparts 1 and 2. Rural resource development is also reported in this section.
- Systemic Item -- "Staff and Provider Training" includes Children and Family Service's comprehensive training plan.
- Systemic Item -- "Responsiveness to Community" includes a report on Idaho's Citizen Review Panels, activities involving the six tribes located in Idaho, the agency's involvement with Idaho's Court Improvement Project, as well as other community partners.
- Systemic Items -- "Statewide Information System," "Foster and Adoptive Parent Licensing, Recruitment and Retention," "Case Review System," and "Quality Assurance" are also included.

All of the goals, objectives, and strategies proposed for this five year plan have been developed with input from our community partners after careful consideration in evaluating the lessons learned from the five year plan for 2000-2004 and the outcomes from Idaho's Child Family Service Review.